



M E M O R A N D U M

**To:** Mr. Thomas Flournoy, Cluster Manager  
Blythe Workforce Service Site 1442

**Date:** May 24, 2010

**File No.:** 74:4114:RG

**From:** Ernesto Magaña  
Employment Development Department

**Subject:** **MONITOR ADVOCATE OFFICE ON-SITE ANNUAL REVIEW  
PROGRAM YEAR 2009-2010  
BLYTHE WORKFORCE SERVICE SITE  
FINAL MONITORING REPORT**

This Final Monitoring Report summarizes the California Monitor Advocate Office's (MAO) results of the Migrant and Seasonal Farmworkers (MSFW) on-site annual review of the Blythe Workforce Service (WS) site. Rebeca Guerra conducted this annual review on February 22-25, 2010. We focused our annual on-site review on the full range of employment services, benefits, and protections, including the full range of job and training referral services, counseling, and testing provided to MSFW.

The MAO conducted this annual on-site review under the authority of all related federal regulation, including Title 20 of the Code of Federal Regulation (CFR), Chapter V, Parts 651, 653, and 658, applicable State laws, and the Employment Development Department (EDD) Job Service (JS) policies and procedures. Specifically, Title 20 CFR, Part 653.108 requires the MAO to perform ongoing reviews of services provided by EDD to MSFW.

We collected information for this report by examining the Blythe WS site's provision of services, job information sharing, job application taking process, outreach program operation, data collection, agricultural clearance order activity, and JS Complaint System. Additionally, we interviewed Blythe WS site's management and staff.

We received your response to our Draft Report on March 30, 2010 and included it in this Final Report. During our annual monitoring review, we had the following observation:

**Observation:** During the MAO pre-site analysis, we noted that the Blythe WS site did not meet the *Referred to Jobs* equity indicator in the July 2009 through January 2010 Indicators of Compliance (IOC) report.

**Citation:** 20 CFR 653.101, 653.108 (h) (5), and JS Policy and Procedures Manual, Chapter 33

**Recommendation:** The MAO recommended that the Blythe WS site ensures equity of services to MSFW by meeting all equity indicators.

**Response:** The Blythe WS site's response stated that there are four issues that have prevented it from meeting its equity goals for employment referrals of MSFW for the period reviewed. Those issues are the following:

1. The economic downturn has disproportionately affected geographically isolated rural agricultural communities in the Blythe labor market.
2. There is a possibility that referrals to jobs were not posted in the system because social security numbers are not collected during outreach.
3. The non-MSFW job referrals for December 2009 and January 2010 were activities posted by the Youth Employment Opportunity Program, which is a case managed program. Comparing this data to MSFW should not be drawn in the decision of compliance.
4. While there was no timely job referral information posted, by comparison, the Job Development Contacts (JDC) activity for both months were robust when compared to the non-MSFW JDC data.

**Discussion:**

The EDD is required to submit quarterly reports to the U.S. Department of Labor on its statewide JS accomplishments. The IOC report is one of the required reports. The IOC report is used to assess parity of services to MSFW and non-MSFW because EDD policy considers MSFW a special client group. Consequently, each WS site is responsible for reviewing the IOC report on a monthly basis to check the equity indicators for compliance with EDD policy and federal reporting requirements.

Because the MAO has oversight responsibility for the IOC report, MAO staff use the IOC report as part of MAO annual programmatic review of designated WS sites. We agree with the Blythe WS site's statement that the outreach logs show information on referrals. However, JS policy and Outreach Program manual require that all reportable services provided to MSFW be documented in the Program Activity Support System (PASS) so that this data can be properly reflected in the IOC report. The Outreach Program manual, Chapter 02-00-00, outlines the outreach activity requirements of what constitute a contact and states that, at minimum, a name is required when any reportable service is provided to MSFW as required by federal regulation.

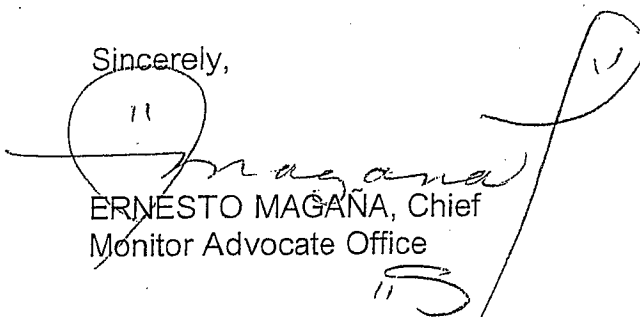
The MAO agrees that the economic downturn has affected all communities throughout the state. We also acknowledge the Blythe WS site's efforts to create job opportunities for MSFW by doing JDC for MSFW, even in this declining labor market. This effort benefits the MSFW community and is properly reflected in the IOC report for the Blythe WS site.

We note that a further analysis of IOC report in the subsequent months of February, March, and April 2010 reflects the Blythe WS site's concerted effort to ensure full compliance by providing a full range of services to MSFW and ensuring that those services were properly recorded in PASS.

Mr. Thomas Flournoy  
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Please extend our appreciation to your staff for their cooperation and assistance during our review. If you have any questions, please contact Rebeca Guerra at (916) 651-9461.

Sincerely,



ERNESTO MAGAÑA, Chief  
Monitor Advocate Office

cc: Russell Best  
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